

Cedric Floyd

School Board President 1996, 2015, District Five

501 Manhattan Boulevard • Harvey, LA 70058 • 504-349-7803 • www.jpschools.org

December 2, 2015

Louisiana Board of Ethics
P.O. Box 4368
Baton Rouge, LA 70821

Attention: Jennifer T. Land

**Re: Jefferson Parish School Board
Disqualification Plan
Ethics Board Docket No. 2015-1007**

Dear Ms. Land:

In connection with our recent telephone conversation and your prior telephone conversation with Mr. Olden Toups, an attorney for the School Board, I am providing you with additional information regarding the above referenced Ethics Board Opinion.

This is in response to our having learned from you that the above opinion does not refer to persons currently employed by the Jefferson Parish School Board. Regretfully, those are the very people to whom the Plan is intended to apply.

The current Superintendent, Mr. Isaac Joseph, has three (3) relatives who are employed by the School Board. The plan was intended to apply to those persons. The plan further was intended to apply to situations where these persons were seeking a new position, transfer, promotion, increase in salary, and all other related personnel matters (which could include discipline). As such, it is requested that the Ethics Opinion to be rendered by your office should be revised to address these situations. In addition, even taking into account the exception found in La. R.S. 42:1119, the plan is intended to and should apply to new hires as well. This, too, should be addressed in that Opinion.

I have attached hereto a "School Board Disclosure Statement" for each of the affected employees. These are Tiffany Rene Joseph, Faith Morris Joseph and Donna Joseph. Their relationship with Superintendent Isaac Joseph is set out on these completed forms. These were provided to the Board of Ethics by Mr. Floyd. Mr. Toups informs me that he was to provide you with another document, perhaps a letter that was in his file, detailing the same information, or a little more, than that contained on these forms. However, it has been learned that this "letter" is really a document that was prepared by his office and Mr. Joseph in conjunction with the above forms. This document provides the names of the individuals involved, their relationship to the Superintendent and where and in what capacity they are employed by the Jefferson Parish School Board. Since this complies with your request to Mr. Toups, a copy has been attached as well. Additionally, in response to your inquiry concerning Donna Joseph, this will confirm that indeed she is the wife of Mr. Joseph's brother.

Jennifer T. Land
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On behalf of the Jefferson Parish School Board, I am requesting a clarification of your previous Opinion referenced above to address the apparent contradictory language in the opinion, and otherwise to clarify the confusion with what the Plan sought to do. You have agreed to submit this further request to your Board, with a recommendation, at its January meeting.

Finally, you have agreed to let Mr. Toups know prior to your doing so what, if any, additional information is required. In addition, I understand that you have agreed to provide Mr. Toups for his review a copy of anything submitted by you to your Board in this regard. You may contact Mr. Toups directly at 504-458-4325 or via email at otoups@grantbarrow.com. Thank you for your courtesy and consideration.

Yours very truly,

A handwritten signature in black ink that reads "Cedric Floyd". The signature is written in a cursive, flowing style.

Cedric Floyd, President

CF/mr
Enclosures
CC: Olden Toups, Jr.
Isaac Joseph, Superintendent

LOUISIANA BOARD OF ETHICSPost Office Box 4368
Baton Rouge, Louisiana 70821**SCHOOL BOARD DISCLOSURE STATEMENT**

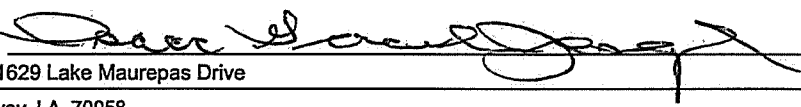
Pursuant to La. R.S. 42:1119B(2)(a)(iii)

NAME OF SCHOOL BOARD /**CHARTER SCHOOL:** Jefferson Parish Public SchoolsI, Isaac Gerard Joseph (print full name)Serve as: ☒ Superintendent ☐ School Board Member ☐ Charter School Board MemberDate Hired/Appointed/Elected: 04 / 30 / 2015School Year: 20¹⁵ through 20¹⁶Date School Year Begins: 08 / 10 / 2015

The following immediate family member is employed by the above referenced SCHOOL BOARD OR CHARTER SCHOOL. (La. R.S. 42:1102(13) defines immediate family member as a public servant's children, the spouses of his children, his brothers, his sisters, the spouses of his brothers, the spouses of his sisters, his parents, his spouse, and the parents of his spouse.) The facts of such employment are as follows:

NAME OF FAMILY MEMBER: Tiffany Rene JosephPOSITION HELD BY FAMILY MEMBER: TeacherRELATIONSHIP TO FAMILY MEMBER: DaughterDATE EMPLOYED: 08/20/13

- ☒ Certified to teach and employed as a classroom teacher
- ☐ Employed by school system or charter school for more than one year prior to my becoming a superintendent, school board member, or charter school board member
- ☐ Brother/sister-in-law employed before August 15, 1999
- ☐ Serving in public employment continuously since April 1, 1980 (the effective date of the *Code of Governmental Ethics*)
- ☐ Other (explain) _____

Signature of Filer: Mailing Address: 1629 Lake Maurepas DriveCity, State, Zip: Harvey, LA 70058**NOTE:**

- School board members, charter school board members, or superintendents who have an immediate family member employed by the school system or charter school **must file a disclosure statement each year, within 30 days of the beginning of the school year**
- The responsibility to timely file a disclosure statement lies solely with the school board member, charter school board member, or superintendent (who has an immediate family member employed by the school system or charter school)
- **Failure to timely file the required disclosure statement** will result in the imposition of an automatic late fee of \$50 per day, with a maximum penalty of \$1,500.

LOUISIANA BOARD OF ETHICSPost Office Box 4368
Baton Rouge, Louisiana 70821**SCHOOL BOARD DISCLOSURE STATEMENT**

Pursuant to La. R.S. 42:1119B(2)(a)(iii)

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NAME OF FAMILY MEMBER: Faith Morris JosephPOSITION HELD BY FAMILY MEMBER: PrincipalRELATIONSHIP TO FAMILY MEMBER: SpouseDATE EMPLOYED: 08/89

- ☐ Certified to teach and employed as a classroom teacher
- ☒ Employed by school system or charter school for more than one year prior to my becoming a superintendent, school board member, or charter school board member
- ☐ Brother/sister-in-law employed before August 15, 1999
- ☒ Serving in public employment continuously since April 1, 1980 (the effective date of the *Code of Governmental Ethics*)
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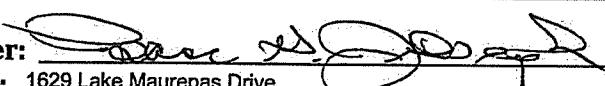
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NAME OF FAMILY MEMBER: Donna Joseph**POSITION HELD BY FAMILY MEMBER:** Acting Chief of Human Resources**RELATIONSHIP TO FAMILY MEMBER:** Sister-in-law**DATE EMPLOYED:** 10/94

- ☐ Certified to teach and employed as a classroom teacher
☐ Employed by school system or charter school for more than one year prior to my becoming a superintendent, school board member, or charter school board member
☐ Brother/sister-in-law employed before August 15, 1999
☐ Serving in public employment continuously since April 1, 1980 (the effective date of the *Code of Governmental Ethics*)
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